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COMMITTEE ON SUSTAINABLE ENERGY

Ad Hoc Group of Experts on Coal in Sustainable Development

Sixth session, 17-18 a.m. November 2003

**ECONOMIC AND SOCIAL IMPACTS OF RESTRUCTURING
OF THE COAL INDUSTRIES OF THE TRANSITION ECONOMIES***Undertaken in Cooperation with the
United Nations Department of Social and Economic Affairs (UNDESA)***FINAL QUESTIONNAIRE**

The sheer scale of coal industry restructuring in the UNECE economies in transition has imposed major demands on the affected governments to create new employment opportunities and to provide economic and social support to local communities to mitigate the impacts of the mine closures. For these communities the coal mines have very often been the only form of economic activity in the immediate area, with many generations of the same family often pursuing a career in the same coal mine. The economic and social consequences resulting from coal mine closures are enormous, impacting not only the coal mine workers and their families, but also the businesses and commerce that have developed in the region surrounding the coal mine. This combined with the ensuing migration of workers to other areas in search of employment means that coal industry restructuring has an impact on the whole of the regional economy, the wider community and the local authorities.

A UNECE survey of a representative sample of twelve affected economies in transition highlighted that as result of coal industry restructuring, during the period 1990 to 2000, there was a decline in employment in the coal industry workforce of some 50% (equivalent to around one million workers), a fall in coal production of some 34% (equivalent to around 350 million tonnes) and a 31% reduction in the number of coal mines/pits.

PURPOSE OF THE QUESTIONNAIRE

- One of the Terms of Reference of the Ad Hoc Group of Experts on Coal in Sustainable Development is “to provide a forum for the exchange of information and experience among member States on the ongoing institutional restructuring and market adaptation of the coal sector, with particular emphasis on the economic and social impacts of coal sector restructuring in the transitional economies, including facilitating economic regeneration.” The Ad Hoc Group of Experts has approved this questionnaire as part of its activities to continue and expand the Group’s work in the area of coal industry restructuring, in particular with respect to economic and social impacts.
- Focal points for the Questionnaire focal points have been requested from all member States, who are requested to facilitate and submit national responses. The questionnaire is also being sent, where appropriate, to regional and local authorities and the national mining associations of mining communities.
- Where possible, assistance in preparing responses will be provided by the UNECE secretariat. Consideration is being given to the organisation of workshops/seminars to assist and coordinate responses. Experts from Western Europe with experience in or knowledge of coal industry restructuring, in particular with regard to economic regeneration, would be invited to these events, together with representatives from financial institutions such as the World Bank.
- Whilst a number of studies have been completed on the experience from coal industry restructuring in Western Europe, a comprehensive overview of restructuring in the transition economies has yet to be undertaken. This questionnaire is intended to facilitate such a project, hence its scope and complexity. The project would look to compare the coal industry restructuring process in Eastern Europe with that of Western Europe and, in particular the manner in which the economic and social aspects were addressed. The status of the restructuring process in Eastern Europe would be highlighted through such a study – it is assumed that this process is not yet finished and, if so, there are then key opportunities for those economies still undergoing restructuring to benefit from the experience of others. The project would look to establish which approaches to restructuring were successful and why, together with those approaches that failed and why. Lessons for the future could then be drawn up that would be of benefit to both those coal industries still being restructuring and also other industries, such as textiles, yet to be restructured.
- A key goal of the project is to establish an electronic database of the ‘lessons learnt’, which would be made available online to ensure access to as wide an audience as possible.
- The project will also address the issue of the establishment of ‘restructuring agencies’ in Eastern Europe, similar to those set up in western Europe that have assisted significantly with economic regeneration projects in former coal mining areas/regions.
- Financial support/assistance in undertaking this project will be sought from institutions, such as the World Bank, that are currently involved in the restructuring process in Eastern Europe.
- The United Nations Department of Social and Economic Affairs (UNDESA) has confirmed its wish to be involved in this project.

UNECE Industrial Restructuring, Energy and Enterprise Development Division

**QUESTIONNAIRE: ECONOMIC AND SOCIAL ASPECTS OF
COAL INDUSTRY RESTRUCTURING IN TRANSITION ECONOMIES**

Please return responses by **31 March 2004** to:

UNECE, IREED Division

349 Palais des Nations, CH-1211 Geneva 10, Switzerland

Tel: 00 41 22 917 1988 / Fax: 00 41 22 917 0038

E-mail: charlotte.griffiths@unece.org

Notes and Guidelines for Responding to Questionnaire:

1. It is recommended that the questionnaire be read in its entirety before attempting to respond to any of the questions.
2. The questionnaire applies to the whole coal industry sector.
3. All questions should be responded to in as much as detail as possible. For reasons of document length it was not possible to include the option to respond directly on the questionnaire below each question. Hence, it is requested that all responses should be provided on a separate document with a clear indication as to which question number the response refers.
4. In the event that a question(s) is not applicable in your country, please indicate that no action has been taken by your country in that area and, where appropriate, advise why that particular issue is not relevant.
5. All questions apply to the overall coal industry restructuring process in your country, but where appropriate please also provide details of any action taken at specific coal mines or coal mine areas/regions.
6. It is recognised that coal industry restructuring is still an ongoing process in the economies in transition, hence this questionnaire is intended to cover the period of restructuring to date, together with any activities planned for the future.
7. If additional information is available that is of relevance and not covered by this questionnaire, please append to the final submission.
8. It is requested that the full contact details (i.e. contact name, position/title, organisation, mailing address, telephone, fax and e-mail) of the focal point nominated to coordinate responses for the questionnaire be provided on the cover page to the responses submitted.
9. It is requested that, where possible, all responses be submitted by e-mail to: charlotte.griffiths@unece.org
10. The deadline for responding to the finalized questionnaire is **31 March 2004**.
11. Any queries regarding the questionnaire should be directed to Charlotte Griffiths, UNECE IREED Division, Tel: +41 22 917 1988; Fax: +41 22 917 0038, E-mail: charlotte.griffiths@unece.org

QUESTION 1: WORKFORCE

During coal industry restructuring, different methods/tools can be implemented to reduce the coal mine workforce e.g. early retirement schemes (which reduce the workforce without creating the need for new jobs), voluntary redundancy, forced redundancy and pension schemes. The German coal industry also employed the option of “trial relocation” in which a mineworker could go to work for another employer for a trial period, with the right to return to his/her previous job if the trial proved unsatisfactory to him/her. An understanding is being sought of the pattern or range of employment options being offered to and being taken by workers during restructuring in the economies in transition, including the average age and number of workers applicable for each option.

What employment options have workers taken? What is the average age of the workers for each option and what number of workers have taken up each option? Please provide details in the format of the sample table below.

Please specify whether the figures provided apply to:

- the country as a whole and, if so, for what year (if data is available, please complete a separate table for as many years as possible); or
- a specific coal mining region that has ceased operation – if so, please advise the region. If the region was restructured in phases, please provide a table for the status after completion of each phase or at the end of all phases. (If data is available for more than one region, please provide additional tables.)

Sample Response Table to Question 1:

Please note that the options highlighted below are only examples and some may not be applicable.

Country/Region:			
Year:			
OPTION	Average Age of Worker	No. of (Ex-) Workers	Applicable Retirement Age
Voluntary Redundancy			
Forced Redundancy			
Retirement Pension			
Early Retirement			
Invalidity Benefit/Pension			
Took Lump-Sum and Left Coal Mine			
Internal Transfer to Other Coal Mine (or Power Plant if coal mine is part of complex)			
Remained in Employment with Coal Mine			
Other (please specify)			

QUESTION 2: TRAINING/PROVISION OF NEW SKILLS

A commitment to retraining of workers should be a pre-requisite of any restructuring programme, but it is essential that the retraining is appropriate for both the trainee and the potential future employer. Research has shown that the coal industry traditionally attracts workers with skills applicable for manual occupations.

2(a): Work Force Qualifications and Skills

In a study conducted in Western Europe on employment prospects of former coal mine workers it was found that over 50% of those participating in the study had no secondary educational qualifications and only 15% had received subsequent specialised training for industrial qualifications. Consequently, potential employers in comparable industries (e.g. construction and transport) were reluctant to offer to jobs to former coal workers due to their single-industry experience. However, those workers with skills readily transferable to other industries e.g. electricians and fitters were found to be twice as likely to be successful in finding new work than their fellow colleagues such as underground workers or surface workers without any comparable trade training.

What is the profile of the education and skills of the coal mine workers i.e. what percentage of the workers has no secondary educational qualifications and what percentage has a trade qualification (e.g. electrician, fitter)? If the data is available, please breakdown each percentage into age brackets i.e. what percentage of workers with no secondary qualifications falls within each of the following age brackets:

- (i) below 30 years of age;
- (ii) between 30-50 years of age; and
- (iii) above 50 years of age

Similarly, of the workers with trade qualifications what percentage falls into the same age brackets (i) to (iii) above?

2(b): Training/Retraining Schemes

Training/retraining is a means of providing coal mine workers with skills that will make them more employable in alternative job markets. However, it is also critical that the retraining is appropriate to the needs of potential future employers.

Are training schemes offered to mine workers? If so, please provide full details of the training programmes, including:

- (i) Is training offered to all workers?
- (ii) Who provides the training e.g. the coal company's own training centres, external/outside training agencies or a mix of both?
- (iii) Are potential future employers involved in the training process and, if so, in what way?
- (iv) Who funds the training schemes?
- (v) Details of the types of training offered?
- (vi) When was the training scheme first introduced?

- (vii) What percentage of the workforce has undergone training annually since inception?
- (viii) What plans, if any, are in place to change the training schemes as coal industry restructuring progresses?
- (ix) Has a policy been adopted that money should be spent on training ex-workers as opposed to paying a lump-sum redundancy? (*This was one of the key principles adopted by Charbonnages de France [CdF] during its mine closure programme, however, any workers who elected to seek new/alternative employment on their own were entitled to 'adaptation leave' for up to one year with CdF paying 65% of the previous net salary plus normal benefits.*)
- (x) If no training schemes are currently offered are there any plans for such schemes to be introduced, and, if so, when?

2(c): Retraining Bonuses

Are retraining bonuses paid to workers who complete retraining courses? If so, how much is the bonus and over what period is it paid e.g. in monthly instalments over one year from the date of completion of the course? Additionally, what conditions, if any, are attached to receipt of such bonuses. If bonuses are not currently offered, are there any plans for such a scheme to be introduced and, if so, when?

2(d): Income Support

In the event an ex-coal industry worker finds new employment, but at a lower annual salary than that paid by the coal mine, is any transitional income support (or other financial support) provided to make up the shortfall in income? If so, please advise the transitional period the support is provided for e.g. one year, 18 months? If no such financial support is provided, are there any plans for it to be introduced?

QUESTION 3: JOB SEARCH ASSISTANCE

Aside from the issues highlighted in Question 2 is any other form of assistance provided to workers and their spouses to assist in their search for alternative employment, whether at the company, regional or national level? For example, please advise what the normal national and/or regional government provisions are in this area and also whether these services are adapted or relocated to deal specifically with restructuring. Do NGOs and/or independent agencies currently play any role in job search assistance and, if not, is there a role they could usefully play?

QUESTION 4: OUTMIGRATION

In order to find alternative employment a number of the former coal mine workers will be forced or stimulated to leave the immediate area of the coal mine. It is also likely that those leaving the area will be those with the most marketable and transportable skills e.g. with trade qualifications. This outmigration, especially of younger and more skilled workers, can and does have a very negative impact on the local economy and community.

How many workers or what percentage of the workforce have been forced or stimulated to leave the immediate area of the coal mine to search for alternative employment? Please also provide any details regarding the qualifications held by those workers. How many workers or what percentage of the workforce that has remained in the immediate area of the coal mine have (i) found reemployment and (ii) are unemployed?

QUESTION 5: RECRUITMENT POLICY

In some instances of coal industry restructuring in Western Europe recruitment policies were adopted by coal mines such that either no new workers were taken on or only those required for specific/technical vacancies.

Have any specific recruitment policies been adopted by specific coal mines or nationally, if so, please provide details?

QUESTION 6: COMPENSATION

6(a): Financial Compensation

Please provide full details of any financial compensation provided to workers who have lost their employment due to the restructuring process, including:

- (i) How was the compensation paid i.e. in the form of a single lump sum payment or in tranches over a specified time period (please provide details of time period)?
- (ii) If lump sum payments are made was any financial advice made available or offered to workers to assist with management of the funds?
- (iii) How is the level of compensation calculated i.e. does it relate to the salary of the worker, age of the worker, number of years of service/employment with coal mine?
- (iv) Who has made the decision as to how the level of compensation is calculated i.e. coal mine or government body or combination (please specify)?
- (v) What is the source of the compensation e.g. Government etc?
- (vi) Please provide any additional details relating to financial compensation provided to workers.

6(b): Other Compensation

Is any compensation other than financial provided to workers e.g. medical insurance for a specified time period after redundancy commences? Please provide full details.

QUESTION 7: HOUSING POLICY

Free or subsidised housing is often provided to coal mine workers, however, during restructuring this issue poses a key social problem for those workers who lose their jobs. In Western Europe the free or subsidised housing was in some instances extended for a transitional period.

Please provide full details of any national or regional policies regarding housing for coal industry workers, including whether the housing is provided free or at subsidised rate? How has the housing policy been dealt with during the restructuring process? Please also provide details of how the issue of both on-going ownership of the housing and the on-going maintenance of the housing are being or will be dealt with?

QUESTION 8: GENDER BALANCE

An understanding is being sought as to whether the impacts of coal industry restructuring differ according to gender. Additionally, in some instances, experience has shown that spouses who were not in employment prior to restructuring were subsequently required to seek employment when the previously sole 'breadwinner' in the household was made redundant/laid-off.

Prior to restructuring what was the total number of employees/workforce and of that number what proportion was female and what proportion was male? Of the workers laid-off as a result of restructuring what proportion was female and what proportion was male.

What proportion of the female workers laid-off has found new employment? What proportion of the male workers laid-off has found new employment? Please highlight possible explanations for any differences in the re-employment rate according to gender, together with data to reinforce the explanations. For example, if the results conclude that proportionately more women have been re-employed than men is this because the female workers have different educational qualifications to the male workers and/or skills that are more readily transportable to other industrial/business sectors?

Please provide any details regarding spouses who were not in employment prior to restructuring, but subsequently became employed as a result of restructuring. What types of jobs did these spouses accept and how did the salary levels compare to those paid to coal industry workers? Please also advise details with regard to the nature of the jobs accepted i.e. the percentage of part-time jobs as against full-time.

QUESTION 9: UNEMPLOYMENT RATE

Changes in unemployment rates can provide a good indication of the economic and social impact of coal industry restructuring both at the local/regional and national level.

What was the unemployment rate in the area surrounding the coal mines prior to the start of restructuring and what has been the impact annually since restructuring commenced? How do these unemployment rates compare to the national average unemployment rate over the same time period? Please also provide details of all unemployment rates according to gender.

QUESTION 10: SALARIES

Changes in the salary levels of coal industry workers can also provide a good indication of the economic and social impact of coal industry restructuring both at the local/regional and national level.

What was the average salary level of coal workers prior to the start of restructuring, what is the average salary level of those workers still employed in the coal sector, and what is the average salary level of those workers who have found alternative employment (for the last point please do not include those workers who remain unemployed)? Please also provide details of any differences in all salaries according to gender. In order to put these responses in context, please provide information on how the average salaries in the coal region assessed compare to the national average.

QUESTION 11: PENSION SCHEMES

A variety of pension options were offered to mine workers in Western Europe during coal industry restructuring, including: retirement pension (for those reaching the permissible retirement age prior to a certain date); immediate early retirement for those e.g. with between 10 and 15 years of service; early retirement; conventional early retirement for those e.g. aged over 50, but without sufficient years of service to qualify for other forms of early retirement; and invalidity pension.

Please provide full details of all pension schemes being offered to mine workers, including eligibility requirements regarding age and number of years of service, what proportion of salary is offered, etc? With reference to Question 7 on 'Housing Policy', please advise whether housing is offered as part of a pension scheme and, if so, how this scheme works.

QUESTION 12: RESTRUCTURING PLANNING PROCESS

In Western Europe very different planning approaches were adopted to cope with coal industry restructuring e.g. Belgium undertook an integrated management plan that incorporated both mine closures and creation of alternative employment whereas the UK undertook massive short-term restructuring. However, the experience of Western Europe highlights the risks inherent to national and regional governments of failing to make adequate provision for the economic and social consequences of restructuring on such a large-scale. Planned mine closure is clearly beneficial in that it provides the opportunity for infrastructural improvements and the introduction/establishment of new industry before mine workers lose their jobs. Importantly planning also enables the workers to learn new skills whilst still in employment.

What planning approach has been adopted to cope with coal industry restructuring at the regional and national level? Please also provide details of any regional and/or national legal framework, in place or planned, that is of relevance.

QUESTION 13: SUBSIDIES/AID

Subsidies or financial restructuring aid (as opposed to operating aid) can be provided to coal mines to help reduce production whilst supporting the workers and the local community i.e. the provision of transitional aid for rational and 'socially acceptable' closure of coal mines.

Please provide full details of any programme of financial aid provided, including the level of the government subsidies (in the form of restructuring aid) given to keep coal mines operating for 'social' reasons? Over what time period has this aid been provided and what are the future plans and timescales?

QUESTION 14: ECONOMIC AND SOCIAL REGENERATION PROJECTS

Whilst recognising that it is a gross simplification of the reality being faced, the impact on communities affected by coal industry restructuring can be mitigated by implementation of measures to maintain economic activity in the area/region. However, any economic regeneration programme needs to address not only the job losses of those directly employed by the coal mine, but also those employed in the businesses and commerce of the surrounding community including those that have developed to provide services to the mine e.g. specialist mine equipment manufacturers and petrol stations. These programmes also need to address the needs of the next generation of workers, who would otherwise have sought employment in the coal sector.

- (i) Please provide details of all organisations involved in economic and social regeneration projects i.e. both national and international, together with details of funding (source and amount), if any, provided and the key activities of the organisations e.g. promotion of foreign direct investment in the affected region, alternative work creation, local business investment promotion?
- (ii) Have any estimates been made of the cost per coal industry worker for the economic regeneration projects undertaken in a region or nationally? If so, please provide full details.

QUESTION 15: PROMOTION OF SMALL AND MEDIUM SIZED ENTERPRISES

During economic regeneration there is often a focus on the establishment of small and medium sized enterprises (SMEs) as a means of job creation. This is essentially for the reason that SMEs are easier and quicker to set and become operational (e.g. in terms of lower start-up capital, smaller working area needs) than larger businesses, not because larger businesses are no longer required. Agencies or organisations are often established, usually by regional authorities, to both attract investment for and promote the creation of SMEs. In order for SMEs to succeed in the longer term there needs to be a conducive environment and framework in place, in particular an overall policy that encompasses public administration and financial/banking issues.

What emphasis has been placed on promotion of SMEs? Please outline any regional and/or national policy framework in place to promote SMEs. Was there a general SME policy/framework in place prior to restructuring and, if so, does this facilitate the long-term success of SMEs? Were or are the financial/banking arrangements adequate e.g. in terms of credit facilities? Please outline all schemes, incentives and assistance programmes (including credit incentives, tax relief incentives, favourable rental levels, government grants for companies that create new employment opportunities)? Please also provide details of all agencies/organisations involved in the promotion of SMEs and attracting investment, together with any activities undertaken in this area by regional authorities and/or the government?

QUESTION 16: INWARD INVESTMENT

Inward investment is critical for the establishment of new business in the restructured region. Please provide information on what support, if any, is available to potential investors and agencies to promote inward investment?

QUESTION 17: INFRASTRUCTURE

Local infrastructure is also of significance for the promotion and development of new business in any area. Please provide details on the status and condition of the restructured area's infrastructure, both existing and planned, in terms of roads, rail, telecommunications etc.

QUESTION 18: REHABILITATION/REDEVELOPMENT OF FORMER MINING SITES

Please provide full details of any activities undertaken to rehabilitate/redevelop coal mining sites that have ceased operation, including:

- (i) Organisation(s) responsible for redevelopment and budgets;
- (ii) Transition Committees established comprising e.g. representatives from the coal mines and regional authorities;
- (iii) Mine Closure Planning Committees established;
- (iv) Specific training programmes to retrain coal industry workers with skills for mine closure and mine rehabilitation;
- (v) Programmes regarding environmental clean-up of the coal mines that have been closed down, including details of funding;
- (vi) Details of the specific mines/regions that have been redeveloped;
- (vii) Timeframe of rehabilitation e.g. from planning to completion;
- (viii) Final use of redeveloped/converted mine site e.g. industry, leisure, housing;
- (ix) National legislation in place or planned relating to redevelopment/remediation of former mine sites;
- (x) Details of the ownership of the coal company land and property after closure. In some countries the situation exists whereby the coal company property is compulsorily transferred to the local authorities, but with no “dowry” i.e. the resources for maintenance and/or rehabilitation; and
- (xi) If redevelopment or remediation of closed mine sites does not currently occur are there any plans for it to be undertaken in the future?

QUESTION 19: COMMUNITY SUPPORT

Mining companies, both state- and privately-owned, have normally looked to develop an all-inclusive infrastructure to support their operations e.g. employee accommodation, schools, medical clinics, social facilities and other services. Coal industry restructuring will impact this infrastructure. Also the situation exists in some countries whereby the social issues relating to the land, property and services of the coal company property are compulsorily transferred to the local authorities, but without adequate provisions or resources to deal with them.

Please advise what support is provided by the Government to the affected communities e.g. increased financial support for social facilities such as medical clinics, schools and libraries; higher subsidies for public transport; and reduced business taxes on local shops to enable them to continue to operate during the economic regeneration process?

In a region where coal mining is/was the only economic activity has the central Government looked to assist local employment opportunities by e.g. relocating a government body such as the national statistical office or civil service pension fund to that area?

QUESTION 20: HEALTH ISSUES

Mining-related diseases, such as pneumoconiosis (respiratory disease) and hearing impairments are a serious concern to all mining industries, including the coal industry. Such diseases can hinder the ability of coal miners to work, diminish their standard of living and life expectancy. Other non-mining related diseases, such as HIV/Aids can also have a devastating impact on coal mining communities.

Please provide any information available relating to health issues, including, for example, how the issue of coal mine workers suffering from mining-related diseases is dealt with during restructuring.

QUESTION 21: COMMUNICATION BETWEEN INTERESTED PARTIES

Experience has proven that a high level of communication between all parties involved in the coal industry restructuring process is essential to mitigate the economic and social impacts. Ongoing and early discussions between, for example, local community representatives, trade unions, governments and the coal mining company on the potential 'social' problems facing the local community as a result of restructuring can lead to general agreement on the best course of action to take to minimise the impact on the local community.

Please advise whether any communication or public consultation has occurred or is ongoing between the interested parties involved in the restructuring process? If yes, please provide details including:

- (i) When the communication/consultation process commenced;
- (ii) Parties/organisations involved in the discussions;
- (iii) Frequency of discussions;
- (iv) Issues discussed; and
- (v) Outcomes.

QUESTION 22: NATIONAL COALFIELD COMMUNITIES

As a result of restructuring of the coal industries of Western Europe a number of national organisations were established to provide a unified ‘voice’ for the affected communities e.g. Zukunftsaktion Kohlegebiete e.V (ZAK) in Germany, the Coalfield Communities Campaign (CCC) in the United Kingdom and Action for Mining Communities (ACOM) in Belgium, France, Italy and Spain. These organisations each represent their national interests and have achieved success in terms of effectively lobbying central and regional governments to provide additional assistance to former coal mining communities. These organisations have also established an umbrella organisation, EUR-ACOM, which has successfully lobbied the European Commission resulting in the RECHAR programme, which assists areas or regions severely affected as a result of coal industry restructuring by accelerating economic conversion. For information, ACOM organisations also exist in Czech Republic, Poland, Romania and the Russian Federation and the “Association of Mining Towns of Donbass” has been established in the Ukraine.

- (a) Has a national organisation representing the interests of communities affected by coal industry restructuring been established in your country? If not, are there any plans for such an organisation to be set up?
- (b) In addition to the existence or otherwise of a national organisation, have any regional organisations or groups been established that undertake any form of lobbying on behalf of a coal mining community?

QUESTION 23: NATIONAL ASSISTANCE

The way in which government funding is allocated to coal industry restructuring is highly country specific and dependent on the structure of the government e.g. whether the focus is at the central or regional level etc.

How and what national assistance has been provided or is available to mitigate the impacts of coal industry restructuring, particularly in terms of assisting economic regeneration in the affected region, promotion of alternative employment options for ex-workers etc? (Such assistance may include: making grants and soft loans available; fiscal incentives such as corporate tax deferral or reduction; provision of business and management advice through government funded workshops and training courses; and provision of land for industrial development.)

QUESTION 24: WESTERN EUROPEAN EXPERIENCE

Have you specifically studied any coal industry restructuring policy or pattern pursued in a Western European country and looked to replicate and/or modify in your country? If so, which policy/programme? If not, please highlight any ways in which the restructuring programme in your country is similar to that of a Western European country.

Reference

During the preparation of this questionnaire, the following report was used as a key resource document:

Simon Walker (2001) *Experience from Coal Industry Restructuring*, London, United Kingdom,
IEA Coal Research – The Clean Coal Centre, July 2001 (<http://www.iea-coal.org.uk>).